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ABSTRACT

In response to a legislative request, this report provides a compilation of information about full- and part-time faculty, and teacher salaries and benefits in the Nebraska Technical Community College Areas. The compilation includes data in varying degrees of detail from each college. For Central Community College, figures are provided for numbers of full- and part-time, vocational and academic faculty, total salary/benefit expenditures for full- and part-time faculty, and starting salary for full-time faculty. For Metropolitan Technical College, a 1985-86 salary schedule, charts showing minimum criteria by level for initial appointment and subsequent promotion, and a list of instructor salaries by division are presented. Data for Mid-Plains Technical Community College Area include, for each discipline, number of full- and part-time instructors, full- and part-time salary, salary range, and number of academic and vocational instructors. For Northeast Technical Community College, tables list total salary for each instructional program; and daily and annual salary, starting date of employment, educational attainment, and teaching and occupational experience for each faculty member in each instructional program. Tables related to Southeast Community College provide information on number of employees, salary, and benefits by employee classification, individual faculty and non-faculty salaries and benefits by program. Finally, a salary schedule and fiscal year 1985-86 projections for Western Technical Community College area are provided with respect to number of full- and part-time, academic and vocational faculty and total expenditures for salaries/benefits for full- and part-time, academic and vocational faculty. (RO)

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NEBRASKA TECHNICAL COMMUNITY COLLEGE ASSOCIATION

Suite 340, 635 South 14th Street • Lincoln, Nebraska 68508 • (402) 471-4685

Thomas S. Johnston
Executive Director

ED269044

FACULTY SALARIES AND BENEFITS, 1985-86
NEBRASKA TECHNICAL COMMUNITY COLLEGE AREAS

JC 860 112

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T. S. JOHNSTON

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NEBRASKA TECHNICAL COMMUNITY COLLEGE ASSOCIATION

Suite 340, 635 South 14th Street • Lincoln, Nebraska 68508 • (402) 471-4685

Thomas S. Johnston
Executive Director

MEMORANDUM

TO: Area Financial Officers

FROM: Tom Johnston

DATE: March 4, 1986

RE: Request from Senator Landis

We have a request from Senator Dave Landis for the following information:

1) The number of full-time and part-time teaching staff, separate by categories, and classifications (vocational/academic),

2) Breakdown of the salary/benefits for staff as per #1 above, in dollars figures, and

3) Salary Schedule - the range an employee could expect to receive for his/her category or classification. (i.e. welding instructor - $10,000 - 13,000; automotive instructor - $10,000 - 13,000, etc.)

Please forward this information to the NTCCA office by Monday, March 10th, so that we can compile it in a chart form for Senator Landis.

Thanks for your help. If you have any questions, please call.

TSJ:sh

cc: Area Presidents

MAR 10 1986

Central Community College
Administrative Offices P.O. Box C Grand Island, NE. 68802-0240
308/384-5220

March 7, 1986

Mr. Thomas S. Johnston
Executive Director
Nebraska Technical Community
College Association
Suite 340
635 South 14th Street
Lincoln, NE 68508

Dear Tom:

The information that was requested by Senator Landis is as follows for Central Community College:

1. Faculty	Vocational	Academic
Full-Time - 122	110	12
Part-Time - 185	168	17

2. Salary/Benefits	Vocational	Academic
F-T $3,253,018	$2,908,882	$344,136
P-T 425,971	380,903	45,068

3. Central Community College does not have a salary schedule, but when hiring full-time faculty, we will be looking at a starting salary between $14,000 to $18,000 per year. The salary to be paid will be determined by that person's background and experience.

If you have any questions concerning this information, please feel free to call.

Sincerely,

Larry C. Glazier
College Business Officer

jlh

Grand Island Campus P.O. Box C Grand Island, NE 68802-0240 308/384-5220
Hastings Campus P.O. Box 1024 Hastings, NE 68901-1024 402/463-9811
Holdrege Center P.O. Box 34 Holdrege, NE 68949-0034 308/995-8219
Kearney Center 2315 4th Avenue Kearney, NE 68847-5206 308/237-2379
Lexington Center P.O. Box 827 Lexington, NE 68850-0827 308/324-5936
Platte Campus P.O. Box 1027 Columbus, NE 68601-1027 402/564-7132

Metropolitan Technical Community College

MAR 2 3 1986

TO: Tom Johnston

FROM: Office of the President WK

SUBJECT: Request From Senator Landis
(Your Memorandum of March 4, 1986)

DATE: March 10, 1986

Per your memo as clarified by telephone conversation with Sharon Howell on March 6, the following information is forwarded:

> --Computer listing showing full-time faculty members, by program area, together with their contract salaries for 1985-86 (corresponds to your requested numbers 1) and 2)),
>
> --1985-86 Faculty Salary Schedule for 9 month (177 contract days) faculty and 12 month (232 contract days) faculty, by promotion level, with sheets enclosed indicating three faculty groups, with criteria relating to four promotion levels in each group (corresponds to your requested number 3)).

The information was prepared by our Office of Personnel and Employee Relations, Rich Bowman (Director) and Catherine Jones (Assistant Director), telephone 449-8420. If any information is unclear, please contact them.

kg

Enclosures

1985-86

FACULTY SALARY SCHEDULE

	LEVEL I		LEVEL II		LEVEL III		LEVEL IV	
	9-Mo.	12-Mo.	9-Mo.	12-Mo.	9-Mo.	12-Mo.	9-Mo.	12-Mo.
Base Salary For Each Level	14,791	19,387	15,708	20,588	17,428	22,843	19,721	25,848
Limit For Initial Appointment For Each Level	18,489	24,234	19,635	25,735	21,785	28,554	24,651	32,310
Maximum Salary For Each Level	21,813	28,590	24,442	32,036	26,867	35,215	29,201	38,274

MINIMUM CRITERIA BY LEVEL FOR INITIAL APPOINTMENT
AND SUBSEQUENT PROMOTION
FOR
GROUP I TEACHING FACULTY

GROUP I TEACHING FACULTY:

Accounting	Fine Arts
Agriculture	Human Services
Business	Mathematics
Communications	Natural Sciences
Education	Physical Education
English	Social Sciences

CRITERIA	LEVEL I	LEVEL II			LEVEL III			LEVEL IV		
		A	B	C	A	B	C	A	B	C
1. Job Performance	Good recommendations	Good recommendations	Good recommendations	Good recommendations	Good recommendations	Good recommendations	Good recommendations	Good recommendations	Good recommendations	Good recommendations
2. College Training*	Master's with min. 18 grad. sem. hours in career field	Master's plus 24 grad. sem. hours with min. 36 grad. sem. hours in career field	Master's plus 15 grad. sem. hours with min. 27 grad. sem. hours in career field	Master's Degree	Specialist plus 24 grad. sem. hours with min. 48 grad. sem. hours in career field	Master's plus 36 grad. sem. hours with min. 42 grad. sem. hours in career field	Master's plus 27 grad. sem. hours with min. 39 grad. sem. hours in career field	Doctor's with min. 54 grad. sem. hours in career field	Doctor's with min. 54 grad. sem. hours in career field	Master's plus 60 grad. sem. hours with min. 48 grad. sem. hours in career field
3. Related Occupational Experience	None	None	None	None	None	None	None	None	None	None
4. Total Yrs. Teaching Experience	None	2 Years	4 Years	6 Years	6 Years	8 Years	10 Years	15 Years	10 Years	16 Years
5. Teaching Experience at MTCC.	None	None	2 Years	3 Years	None	2 Years	3 Years	None	4 Years	5 Years

* For promotion purposes only, semester hours in approved graduate level vocational education courses and graduate level adult education courses offered by an accredited university may be substituted for semester hours in career field.

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MINIMUM CRITERIA BY LEVEL FOR INITIAL APPOINTMENT AND SUBSEQUENT PROMOTION FOR GROUP II TEACHING FACULTY

GROUP II TEACHING FACULTY:

Banking & Finance
Child Care
Clerical & Secretarial Related Courses
Culinary Arts
Data Processing Technologies
Drafting Technologies
Electronic Technologies
Engineering Technologies
Fashion Merchandising
Graphic & Applied Arts (except Printing)
***Health Occupations (See below)
Home Economics & Related Courses
Hotel/Restaurant Technologies
Law Enforcement
Private Security
Real Estate
Sign Language Skills
Transportation/Distribution Technologies

CRITERIA	LEVEL I	LEVEL II			LEVEL III			LEVEL IV		
		A	B	C	A	B	C	A	B	C
1. Job Performance	Good recommendations	Good recommendations	Good recommendations	Good recommendations	Good recommendations	Good recommendations	Good recommendations	Good recommendations	Good recommendations	Good recommendations
2. College Training*	Bachelor's with major in career field	Master's with min. 18 grad. hours in career field	Bachelor's plus 15 grad. sem. hours in a planned program	Bachelor's Degree	Master's plus 24 grad. sem. hours with min. 36 grad. sem. hours in career field	Master's plus 15 grad. sem. hours with min. 24 grad. sem. hours in career field	Master's plus 9 grad. sem. hours with min. 18 grad. sem. hours in career field	Specialist plus 24 grad. sem. hours with min. 48 grad. sem. hours in career field	Specialist plus 36 hours with min. 42 grad. sem. hours in career field	Specialist plus 18 grad. sem. hours with min. 36 grad. sem. hours in career field
3. Related Occupational Experience	2 Years	2 Years	2 Years	4 Years	2 Years	2 Years	2 Years	2 Years	2 Years	2 Years
4. Total Yrs. Teaching Experience	None	2 Years	4 Years	4 Years	6 Years	8 Years	9 Years	15 Years	10 Years	12 Years
5. Teaching Experience at MTCC.	None	None	2 Years	3 Years	None	2 Years	3 Years	None	4 Years	6 Years

*** For promotion purposes only, semester hours in approved graduate level vocational education courses and graduate level adult education courses offered by an accredited university may be substituted for semester hours in career field.**

*** Refer to Page 17, Section 9 of this document. A list of the names of Teaching Faculty members who opted to have the promotional requirements of Group III Teaching Faculty rather than Group II Teaching Faculty applicable to them is maintained in the Office of Personnel and Employee Relations.

MINIMUM CRITERIA BY LEVEL FOR INITIAL APPOINTMENT
AND SUBSEQUENT PROMOTION
FOR
GROUP III TEACHING FACULTY

GROUP III TEACHING FACULTY

Air Conditioning, Refrigeration & Heating
Automotive Technologies
Printing
Welding

CRITERIA	LEVEL I	LEVEL II			LEVEL III			LEVEL IV		
		A	B	C	A	B	C	A	B	C
1. Job Performance	Good recommendations	Good recommendations	Good recommendations	Good recommendations	Good recommendations	Good recommendations	Good recommendations	Good recommendations	Good recommendations	Good recommendations
2. College Training*	None	Associate with major in career field	One year of college	Bachelor's	Bachelor's with major in career or related field	Associate plus 30 sem. hours in planned program	Associate with major in career field	Master's in career or related field	Bachelor's plus 15 grad. sem. hours with major in career or related field	Bachelor's with major in career or related field
3. Related Occupational Experience	8 Years	6 Years	8 Years	6 Years	6 Years	8 Years	8 Years	6 Years	8 Years	8 Years
4. Total Yrs. in Teaching Experience	None	2 Years	4 Years	4 Years	6 Years	7 Years	8 Years	12 Years	10 Years	12 Years
5. Teaching Experience at MTCC.	None	None	2 Years	3 Years	None	1 Year	2 Years	None	4 Years	6 Years

* For promotion purposes only, semester hours in approved graduate level vocational education courses and graduate level adult education courses offered by an accredited university may be substituted for semester hours in career field.

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METROPOLITAN TECHNICAL COMMUNITY COLLEGE DATA AS OF 03-07-86

#..	AREA.....	SALARY.....	CONT DAYS	LEVEL
1	ACCOUNTING	18,286.81	177	1
1	ACCOUNTING	19,638.17	177	2
1	ACCOUNTING	20,331.77	177	2
1	ACCOUNTING	22,718.90	177	3
1	ACCOUNTING	25,627.40	177	2
---	**			
5	ACCOUNTING			
1	AUTO BODY	16,948.22	177	1
1	AUTO BODY	23,637.66	177	2
1	AUTO BODY	24,442.00	177	2
---	**			
3	AUTO BODY			
1	AUTO PARTS	22,515.43	177	2
---	**			
1	AUTO PARTS			
1	AUTOMOTIVE	18,151.35	177	1
1	AUTOMOTIVE	20,661.99	177	2
1	AUTOMOTIVE	21,084.29	177	2
1	AUTOMOTIVE	21,462.30	177	2
1	AUTOMOTIVE	28,416.86	232	2
---	**			
5	AUTOMOTIVE			
1	BUSINESS MANAGEMENT	17,216.02	177	1
1	BUSINESS MANAGEMENT	22,151.86	177	2
1	BUSINESS MANAGEMENT	22,549.37	177	2
1	BUSINESS MANAGEMENT	22,875.46	177	2
1	BUSINESS MANAGEMENT	24,251.95	177	2
1	BUSINESS MANAGEMENT	24,611.42	177	3
---	**			
6	BUSINESS MANAGEMENT			
1	CHILD CARE	16,338.00	177	2
1	CHILD CARE	21,318.51	177	2
1	CHILD CARE	22,206.37	177	2
---	**			
3	CHILD CARE			
1	CIVIL ENGINEERING	24,442.00	177	2
---	**			
1	CIVIL ENGINEERING			
1	COMMERCIAL ART	15,931.35	177	1
1	COMMERCIAL ART	20,792.18	177	2
1	COMMERCIAL ART	22,469.10	177	3
---	**			
3	COMMERCIAL ART			

METROPOLITAN TECHNICAL COMMUNITY COLLEGE DATA AS OF 03-07-86

#..	AREA.....	SALARY.....	CONT DAYS	LEVEL
1	COMMUNICATIONS	18,101.41	177	1
1	COMMUNICATIONS	18,446.87	177	1
1	COMMUNICATIONS	18,513.82	177	1
1	COMMUNICATIONS	19,360.07	177	1
1	COMMUNICATIONS	20,174.08	177	2
1	COMMUNICATIONS	21,168.13	177	2
1	COMMUNICATIONS	21,437.58	177	3
1	COMMUNICATIONS	21,828.98	177	3
1	COMMUNICATIONS	21,886.04	177	2
1	COMMUNICATIONS	22,459.83	177	3
1	COMMUNICATIONS	22,766.69	177	2
1	COMMUNICATIONS	22,984.02	177	2
---	**			
12	COMMUNICATIONS			
1	COMPUTER PROGRAMMING	16,590.40	177	1
1	COMPUTER PROGRAMMING	18,360.43	177	1
1	COMPUTER PROGRAMMING	18,489.00	177	1
1	COMPUTER PROGRAMMING	19,521.00	177	1
---	**			
4	COMPUTER PROGRAMMING			
1	CULINARY ARTS	17,941.00	177	1
1	CULINARY ARTS	21,696.11	177	2
---	**			
2	CULINARY ARTS			
1	DENTAL ASSISTING	23,835.42	232	1
1	DENTAL ASSISTING	28,977.48	232	1
---	**			
2	DENTAL ASSISTING			
1	DRAFTING	21,813.00	177	1
1	DRAFTING	23,697.40	177	2
1	DRAFTING	24,442.00	177	2
---	**			
3	DRAFTING			
1	ELECTRONICS	17,651.30	177	1
1	ELECTRONICS	20,310.76	177	1
1	ELECTRONICS	21,931.36	177	2
---	**			
3	ELECTRONICS			
1	FASHION MERCH	16,733.50	177	1
---	**			
1	FASHION MERCH			
1	GRAPHIC ARTS	21,434.90	177	2

METROPOLITAN TECHNICAL COMMUNITY COLLEGE DATA AS OF 03-07-86

#..	AREA.....	SALARY.....	CONT DAYS	LEVEL
1	GRAPHIC ARTS	22,202.87	177	2
---	**			
2	GRAPHIC ARTS			
1	HEATING, AIR, REFRIG	22,493.87	177	3
1	HEATING, AIR, REFRIG	23,327.63	177	3
1	HEATING, AIR, REFRIG	26,867.00	177	3
---	**			
3	HEATING, AIR, REFRIG			
1	HORTICULTURE	16,777.32	177	1
1	HORTICULTURE	17,521.35	177	1
---	**			
2	HORTICULTURE			
1	INDUSTRIAL/BUILDING	15,940.00	177	1
---	**			
1	INDUSTRIAL/BUILDING			
1	INTERIOR DESIGN	24,279.84	177	3
---	**			
1	INTERIOR DESIGN			
1	LAW ENFORCE/SECURITY	21,715.68	177	3
---	**			
1	LAW ENFORCE/SECURITY			
1	MATHEMATICS	16,261.35	177	1
1	MATHEMATICS	16,891.35	177	1
1	MATHEMATICS	17,311.75	177	1
1	MATHEMATICS	19,332.75	177	2
1	MATHEMATICS	21,044.53	177	3
1	MATHEMATICS	21,667.27	177	2
1	MATHEMATICS	21,983.48	177	2
1	MATHEMATICS	23,888.44	177	4
1	MATHEMATICS	24,243.71	177	3
1	MATHEMATICS	24,603.26	177	4
1	MATHEMATICS	25,820.64	177	3
---	**			
11	MATHEMATICS			
1	NATURAL SCIENCE	19,298.00	177	2
1	NATURAL SCIENCE	21,544.70	177	2
1	NATURAL SCIENCE	22,095.21	177	2
1	NATURAL SCIENCE	24,442.00	177	2
---	**			
4	NATURAL SCIENCE			
1	PRACTICAL NURSING	21,185.09	232	1
1	PRACTICAL NURSING	24,687.94	216	3

METROPOLITAN TECHNICAL COMMUNITY COLLEGE DATA AS OF 03-07-86

#..	AREA.....	SALARY.....	CONT DAYS	LEVEL
1	PRACTICAL NURSING	26,092.64	177	3
1	PRACTICAL NURSING	27,280.46	177	4
1	PRACTICAL NURSING	27,461.02	177	4
1	PRACTICAL NURSING	30,096.79	232	3
1	PRACTICAL NURSING	30,809.55	232	3
1	PRACTICAL NURSING	31,005.74	232	3
1	PRACTICAL NURSING	31,600.59	232	2
1	PRACTICAL NURSING	35,431.65	232	4
---	**			
10	PRACTICAL NURSING			
1	PRINT/PHOTOGRAPHY	15,091.35	177	1
1	PRINT/PHOTOGRAPHY	16,296.35	177	1
1	PRINT/PHOTOGRAPHY	20,141.48	177	1
1	PRINT/PHOTOGRAPHY	23,098.43	177	2
---	**			
4	PRINT/PHOTOGRAPHY			
1	SECRETARIAL SCIENCE	16,777.32	177	1
1	SECRETARIAL SCIENCE	19,057.25	177	1
1	SECRETARIAL SCIENCE	20,819.58	177	2
1	SECRETARIAL SCIENCE	20,827.83	177	2
1	SECRETARIAL SCIENCE	21,140.94	177	2
1	SECRETARIAL SCIENCE	21,206.24	177	2
1	SECRETARIAL SCIENCE	21,720.21	177	2
1	SECRETARIAL SCIENCE	24,442.00	177	2
1	SECRETARIAL SCIENCE	24,480.69	177	3
---	**			
9	SECRETARIAL SCIENCE			
1	SOCIAL SCIENCE	17,082.20	177	1
1	SOCIAL SCIENCE	18,852.28	177	1
1	SOCIAL SCIENCE	20,218.55	177	2
1	SOCIAL SCIENCE	21,017.83	177	3
1	SOCIAL SCIENCE	21,283.57	177	2
1	SOCIAL SCIENCE	24,393.14	177	3
---	**			
6	SOCIAL SCIENCE			
1	SURGICAL TECH	32,503.28	232	3
---	**			
1	SURGICAL TECH			
1	WELDING	23,101.03	177	2
1	WELDING	24,206.23	177	4
1	WELDING	28,916.41	177	4
---	**			
3	WELDING			

===

METROPOLITAN TECHNICAL COMMUNITY COLLEGE DATA AS OF 03-07-86

#..	AREA.....	SALARY.....	CONT DAYS	LEVEL
112				

112 records listed.

MID-PLAINS
TECHNICAL COMMUNITY
COLLEGE AREA

MAR 10 1986

MEMO

TO: Tom Johnston, NTCCA

FROM: Marv Arensdorf

DATE: March 7, 1986

RE: Senator Landis' Request

We have enclosed what Senator Landis has requested. In the following two (2) pages you will notice the separation of full-time and part-time instructors and their respective disciplines. The fringes on the total amount full-time and part-time is on the last page.

If you have any questions please give me a call.

MID-PLAINS COMMUNITY COLLEGE
Route 4, Box 1, I-80 & Hwy 83
North Platte, Nebraska 69101
308-532-8740

AREA OFFICE
416 North Jeffers
North Platte, Nebraska 69101
308-534-9265

McCOOK COMMUNITY COLLEGE
1205 East 3rd Street
McCook, Nebraska 69001
308-345-6303

	FULL-TIME NUMBER INSTRUCTORS	FULL-TIME AMOUNT	RANGE	FULL-TIME ACADEMIC INSTRUCTORS	FULL-TIME VOCATIONAL INSTRUCTORS	PART-TIME INSTRUCTORS	PART-TIME AMOUNT	PART-TIME ACADEMIC INSTRUCTORS	PART-TIME VOCATIONAL INSTRUCTORS
BUSINESS & RELATED	5	120,963	15M-29M	5	0	13	13,200	13	0
AGRI-BUSINESS	1	17,960	15M-29M	0	1	3	4,400	0	3
AIR-COND. & REFRIGERATION	2	58,660	15M-29M	0	2	2	4,400	0	2
ART	2	44,560	15M-29M	2	0	6	22,334	6	0
AUTO BODY	1	24,983	15M-29M	0	1	2	4,400	0	2
AUTO MECHANICS	2	52,198	15M-29M	0	2	2	3,300	0	2
BIOLOGY, CHEMISTRY & PHYSICS	6	147,180	15M-29M	6	0	4	5,362	4	0
BUILDING CONSTRUCTION	2	50,517	15M-29M	0	2	7	6,050	0	7
COACH/PHYSICAL EDUCATION	4	75,620	15M-29M	4	0	0	-0-	0	0
COMPUTER SCIENCE	1	20,120	15M-29M	0	1	4	6,600	0	4
CRIMINAL JUSTICE	2	46,076	15M-29M	0	2	0	-0-	0	0
DATA PROCESSING	1	31,145	15M-32M	0	1	13	23,133	0	13
DENTAL ASSISTING	1	19,664	15M-29M	0	1	0	-0-	0	0
DIESEL MECHANICS	2	47,395	15M-29M	0	2	2	2,200	0	2
DRAFTING	1	23,460	15M-29M	0	1	4	7,300	0	4
ELECTRICAL	3	74,931	15M-29M	0	3	5	14,800	0	5
ENGLISH	6	140,700	15M-29M	6	0	8	14,987	8	0
HISTORY/POLITICAL SCIENCE	3	77,640	15M-29M	3	0	2	3,850	2	0
HOME ECONOMICS	1	25,356	15M-29M	0	1	3	7,700	0	3
PRACTICAL NURSING	9	255,517	26M-34M	0	9	3	13,223	0	3
MATH, PHYSICS	3	58,560	26M-29M	3	0	7	10,587	7	0
MEDICAL LABORATORY	2	49,348	24M-29M	0	2	3	1,803	0	3
MUSIC	2	44,020	15M-29M	2	0	2	8,300	2	0
OPTOMETRIC ASSISTING	1	21,562	19M-29M	0	1	0	-0-	0	0
PSYCHOLOGY	1	27,140	25M-29M	1	0	4	8,250	4	0
SECRETARIAL SCIENCE	3	70,620	15M-29M	0	3	9	17,600	0	9
SOCIOLOGY	1	22,280	15M-29M	1	0	3	4,125	3	0
SPEECH & DRAMA	1	24,980	15M-29M	1	0	2	6,600	2	0
WELDING & METALS	2	49,669	15M-29M	0	2	4	4,950	0	4
UPHOLSTERY	0	-0-	-0-	0	0	2	21,175	0	2
HEALTH OCCUPATIONS						13	21,725	0	13
AVIATION						2	2,525	0	2
FRENCH						2	7,150	2	0
REAL ESTATE						5	8,550	0	5
PHOTOGRAPHY						2	2,750	0	2
PLUMBING						1	550	0	1
MACHINE SHOP						3	2,750	0	3
MOBILE VAN						9	3,300	0	9
GENERAL MECHANICS						1	1,650	0	1
CPR						2	412	0	2
NURSES AID						1	1,100	0	1
TOTALS	71	1,722,824		34	37	160	293,091	53	107

Fringes:	Full-Time	$407,276
	Part-Time	$ 20,663
Salary & Fringes:	Full-Time	$2,130,144
	Part-Time	$ 31,754

MEMORANDUM

DATE: March 7, 1986

TO: Tom Johnston
FR: Bob Gross, Director of Personnel Services, NTCC
RE: Senator Landis Request

After some discussion with your secretary, Sharon, and Lonnie Johnson at Southeast, hopefully the enclosed information will enable you to respond to the request from Senator Landis. Naturally, if you find that additional information is needed, please feel free to contact me.

The following exhibits can be summarized as follows:

1. Exhibit # 1 lists each Instructional program at NTCC and gives a salary total for that program. Practical Nursing also has two part-time clinical instructors who earn $7,582 for 15 hours per week for 52 weeks. The salary budget impact for 1985-86 is $1,657,038.00.

2. Exhibit # 2 gives a more specific breakdown of the Instructional programs and includes each individual salary plus more information than Senator Landis requested. It may not be necessary to avail him of this if it is not specifically requested.

3. Northeast does not have a salary schedule for Instructional staff, but full-time teaching staff fall into a salary range. That range is $13,767.00 to $26,571.00.

4. Northeast has a total of 33 mid-management positions (two of which are currently vacant) with a total salary impact of $707,429.00 for 1985-86. There are a total of three levels and each has a respective salary range. They are $13,240.00 to $25,212.00 for Level I, $15,888.00 to $30,094.00 for Level II and $17,211.00 to $32,535.00 for Level III.

5. We also have a total of eleven administrative staff with salary ranges from $25,437.00 to $53,547.00. The President falls into this range of salaries at a salary of $50,710.00. The salary budget impact for this group is $418,488.00.

6. We currently have a total of 25 Office Personnel with many salary ranges but the salary ranges run from a low of $4.02 per hour to a high of $8.25 per hour. The total salaries for 1985-86 are $290,315.00. There are also two part-time individuals who work less than 999 hours and that budget impact varies yearly.

7. Northeast has another classification of employees entitled Maintenance/ Custodial. There are 19 employees in this group; again with many salary ranges but the low end is $4.21 per hour and the high is $10.07 per hour. The total salary budget impact for this group in 1985-86 is $243,615.00.

8. Northeast does have a fringe benefit package but several items are based upon salary figures (such as FICA, retirement, etc.), therefore without specifically itemizing each salary and the accompanying fringe, it would be difficult to report this.

Hopefully, this breakdown will be of assistance to Senator Landis. But as I suggested earlier, if not, please feel free to contact me.

ATTACHMENTS: 2
CC: Dr. Robert P. Cox, President

NORTHEAST TECHNICAL COMMUNITY COLLEGE
78 Total Instructional Staff 1985-86

Teaching Areas	1985-86 Salaries
Agri. Sales and Service	$19,095
Air Conditioning	38,095
Art	25,442
Audio Recording	18,366
Auto Body	37,703
Auto Mechanics	61,185
Biology	47,621
Building Construction	64,672
Broadcasting	18,985
Business	131,699
Career Assessment Lab	19,040
Chemistry	26,502
Corrections	25,442
Criminal Justice	25,015
Data Processing	93,887
Diesel Mechanics	82,507
Drafting	43,504
Economics	22,771
Education and Psychology	41,357
Electrical Wiring	40,090
Electronics	90,370
Drama, Frensh, English, Journalism	113,553
Farm and Ranch	21,986
Music	22,331
Mathematics	67,653
Nursing	92,915
Physical Education, Health	67,652
Political Science	19,453
Real Estate	22,826
Secretarial Science	41,646
Speech/Debate	25,359
Utility Line	123,334
Welding/Machinist	64,982
TOTAL	$1,657,038

NORTHEAST TECHNICAL COMMUNITY COLLEGE #2 Page 1 9-1-85

Instructional Staff 1985-86 updated 2-6-86

TEACHING AREA	CONTRACT DAYS	ANNUAL SALARY	DAILY SALARY	DATE OF EMPLOYMENT	DEGREE	TEACHING EXPERIENCE AT NTCC	OCCUPATIONAL EXPERIENCE
AGRI. SALES & SERVICE	182	$19,095(+)	$104.92	8-84	BS+3	1 year	10 years
AIR CONDITIONING	182	19,247(+)	105.75	8-80	AAS+18	5 years	12 years
	182	18,848	103.56	1-82	AAS+12	3½ years	9 years
ART	182	25,442	139.79	8-69	PhD	15 years	None
AUDIO RECORDING	182	18,366(+)	100.91	11-83	AA+34	2 years	6 years
AUTO BODY	182	*18,800	103.30	8-78	AAS+23	7 years	3 years
	182	*18,903(+)	103.86	8-83	Diploma+ ICCAR Cert.	2 years	8 years
AUTO MECHANICS	182	24,685	135.63	8-69	BS	16 years	12 years
	182	18,250	100.27	8-85	BS+7	New	10 years
	182	18,250	100.27	8-85	BS	New	8 years
BIOLOGY	182	25,786	141.68	8-47	MA+9	38 years	None
	182	21,835	119.97	8-77	MS	8 years	None
BUILDING CONSTRUCTION	182	23,996	131.85	8-68	AA+12	16 years	9 years
	182	**20,328	111.69	8-77	BS	7 years	3 years
	182	20,348(+)	111.80	9-82	BA+15	3 years	8 years
BROADCASTING	182	18,985	104.31	8-83	BA+29	2 years	9 years
BUSINESS	182	23,735	130.41	8-74	MA+12	10 years	7 years
	182	24,616	135.25	8-71	MA+8	13 years	None
	182	20,183	110.90	8-80	MA	4 years	None
	182	25,938	142.52	8-67	MA+27	17 years	None
	182	18,490	101.59	8-82	MA	3 years	15 years
	182	18,737	102.95	8-82	MA	3 years	5½ years
CAREER ASSESSMENT LAB	182	19,040(+)	104.62	10-80	AA+104	5 years	8 years
CHEMISTRY	182	26,502	145.62	8-55	MA+39	30 years	None

NORTHEAST TECHNICAL COMMUNITY COLLEGE
Instructional Staff 1985-86

TEACHING AREA	CONTRACT DAYS	ANNUAL SALARY	DAILY SALARY	DATE OF EMPLOYMENT	DEGREE	TEACHING EXPERIENCE AT NTCC	OCCUPATIONAL EXPERIENCE
CORRECTIONS	182	$25,442	$139.79	8-74	LLB+9	11 years	17 years
CRIMINAL JUSTICE	182	25,015	137.45	8-70	MA+10	15 years	5 years
DATA PROCESSING	182	21,367	117.40	8-72	MA	13 years	5 years
	182	20,623	113.31	8-80	MS+3	5 years	7 years
	182	19,453	106.88	8-82	HS+9	3 years	22 years
	182	18,944(+)	104.09	8-82	AA+14	3 years	13 years
	***182	13,500	74.18	8-85	AA	New	None
DIESEL MECHANICS	182	22,771	125.12	8-72	BS+12	13 years	3 years
	182	22,069	121.26	8-72	VQ+	13 years	6 years
	182	19,577	107.57	8-79	AAS+12	6 years	8 years
	182	18,090(+)	99.40	8-84	AA+3	1 year	14 years
DRAFTING	182	23,583	129.58	8-72	BA+34	13 years	5 years
	182	19,921	109.46	8-78	MS+3	7 years	5 years
ECONOMICS	182	22,771	125.12	8-73	BA+12	12 years	14 years
EDUCATION & PSYCHOLOGY	182	22,523	123.75	8-74	MS+18	11 years	1 year
	182	18,834	103.48	8-80	MS	4 years	3 years
ELECTRICAL WIRING	182	20,926	114.98	8-80	HS+12	5 years	10 years
	182	19,164(+)	105.30	8-80	AA+26	5 years	9 years
ELECTRONICS	182	21,023	115.51	8-77	MA+9	7 years	14 years
	182	19,082	104.85	8-82	AAS+9	4 years	5 years
	182	17,402(+)	95.62	9-84	AAS+6	1 year	2 years
	***182	15,103(+)	82.98	12-83	AAS+9	2 years	1 year
	182	17,760	97.58	1-85	AAS+48	½ year	1 year
DRAMA, FRENCH, ENGLISH JOURNALISM	182	26,323	144.63	8-68	MS+9	17 years	None
	182	26,172	143.80	8-69	MA+21	16 years	None
	182	19,963	109.69	8-84	MA	1 year	12 years
	182	22,358	122.85	8-71	MA+10	14 years	None
	182	18,737	102.95	1-83	MA	2 years	8 years

NORTHEAST TECHNICAL COMMUNITY COLLEGE
Instructional Staff 1985-86

TEACHING AREA	CONTRACT DAYS	ANNUAL SALARY	DAILY SALARY	DATE OF EMPLOYMENT	DEGREE	TEACHING EXPERIENCE AT NTCC	OCCUPATIONAL EXPERIENCE
FARM & RANCH	182	$21,986	$120.80	8-75	BA+28	10 years	3 years
MUSIC	182	22,331(+)	122.70	8-79	MS+6	6 years	None
MATHEMATICS	182	26,406	145.09	8-62	MS+36	23 years	None
	182	25,318	139.11	8-66	MA+3	19 years	None
	182	15,929	87.52	8-84	BA	1 year	4 years
NURSING	229	26,240	144.18	9-68	BS+34	17 years	4 years
	229	23,556	129.43	9-68	Nursing Diploma + 139	17 years	10 years
	229	21,835(+)	119.97	7-73	BS+6	12 years	12 years
	229	21,284	116.95	7-72	Nursing Diploma + 23	13 years	12 years
PHYSICAL EDUCATION	182	23,762	130.56	8-77	MA+33	8 years	None
HEALTH	182	22,606	124.21	8-80	MA	4 years	1 year
	182	21,284	116.95	8-83	Specialist	2 years	12 years
POLITICAL SCIENCE	182	19,453	106.88	8-76	MA	9 years	None
REAL ESTATE	182	22,826	125.42	8-78	HS Real Estate License	7 years	33 years
SECRETARIAL SCIENCE	182	20,844	114.53	8-75	MA	10 years	4 years
	182	20,802	114.30	8-78	MA+12	7 years	11 years
SPEECH/DEBATE	182	25,359	139.34	8-70	MS+3	15 years	None
UTILITY LINE	182	23,570	129.51	8-72	VQ+68.6	14 years	14 years
	182	21,339	117.25	8-77	VQ+54	8 years	11 years
	182	21,050	115.66	10-79	AA+9	6 years	8 years
	182	20,059	110.21	10-81	VQ+28.5	4 years	7 years
	182	19,316	106.13	8-80	AAS+82	5 years	6 years
	182	18,000	98.90	7-85	HS+60	New	22 years

NORTHEAST TECHNICAL COMMUNITY COLLEGE
Instructional Staff 1985-86

TEACHING AREA	CONTRACT DAYS	ANNUAL SALARY	DAILY SALARY	DATE OF EMPLOYMENT	DEGREE	TEACHING EXPERIENCE AT NTCC	OCCUPATIONAL EXPERIENCE
WELDING/MACHINIST	182	$22,014(+)	$120.96	8-78	MS+39	6 years	13 years
	182	21,876	120.20	8-78	AAS+104	7 years	10 years
	182	21,092(+)	115.89	8-78	BS+12	6 years	18 years

* Instructors adjusted upward beyond normal increase.
** Instructors adjusted downward.
*** These individuals are not part of the faculty bargining unit.
(+) Denotes job up-grading given making salary above normal increase.

ROBERT S. EICHER, *Area President*
8800 "O" Street
Lincoln, Nebraska 68520
(402) 471-3303

Southeast community college

BEATRICE CAMPUS FAIRBURY CAMPUS LINCOLN CAMPUS MILFORD CAMPUS

M E M O R A N D U M

TO: Tom Johnston

FROM: Ted Suhr TS

DATE: March 7, 1986

RE: Response to Request from Senator Landis

The attached list contains all full-time and part-time staff of Southeast Community College. Faculty are separated by College transfer and vocational/technical faculty and further divided by discipline or program. The column headed FTE designates a full-time person as 1.00 and a part-time person as a fraction of 1.00 (.50 over half-time). I have also listed the number of days of each employee's contract obligations.

Each person's 1985-86 salary and benefits are listed under the two column 1985-86 salary and benefits total. The benefit column consists of the total for each employee based on the following:

FICA--computed at 7.10% the average for the fiscal year
Retirement--the actual amount the College pays to match the employee's contribution, College range (2%-6%)
Health insurance premiums
Life insurance premiums
Long term disability premiums

Southeast Community College does not use a salary schedule for instructors.

Chairman
TED DOYLE
Vice Chairman
KAREN JOHNSON

LYLE ALTMAN
LLOYD BEVANS
G. ALAN DUNLAP

EARL KRAFT
LAUREL MARSH
KENNETH PINKERTON

ARTHUR TAYLOR
KAREN WEAVER
ROBERT WEKESSER

SOUTHEAST COMMUNITY COLLEGE
Salaries & Benefits by Employee Classification
Year Ending June 30, 1986

	NUMBER	SALARY	BENEFITS
Administrative	27	929,350	178,075
Professional Non-Faculty	36	801,610	175,065
Faculty Full-time	237	5,730,111	1,203,291
Part-time	8	89,809	26,553
Secretarial/Clerical	42.36	506,900	152,921
Technical Paraprofessional	19.75	283,661	76,452
Skilled Crafts	5.00	103,600	22,954
Service & Maintenance	26.50	390,411	102,998

Southeast Community College
Faculty Salaries & Benifits
Year Ending June 30, 1986

	F.T.E.	CONTRACT DAYS	1985-86 SALARY	BENEFITS TOTAL
COLLEGE TRANSFER				
OFFICE AND SECRETARIAL	1.00	177	17,246	3,690
OFFICE AND SECRETARIAL	1.00	177	19,404	4,716
OFFICE AND SECRETARIAL	1.00	177	24,784	5,295
OFFICE AND SECRETARIAL	1.00	177	20,384	4,849
LIFE SCIENCE	1.00	177	21,558	5,008
LIFE SCIENCE	1.00	177	27,493	5,662
LIFE SCIENCE	1.00	177	17,000	4,072
LIFE SCIENCE	1.00	177	20,755	4,750
SOCIAL SCIENCE	1.00	177	17,000	3,667
SOCIAL SCIENCE	1.00	177	18,919	4,651
SOCIAL SCIENCE	1.00	177	18,317	4,569
COMMUNICATIONS	1.00	177	20,785	4,903
COMMUNICATIONS	1.00	177	25,512	5,394
COMMUNICATIONS	1.00	177	19,791	4,769
COMMUNICATIONS	1.00	177	18,825	4,489
COMMUNICATIONS	1.00	177	23,013	5,056
VOCATIONAL/TECHNICAL				
ACCOUNTING BUSINESS ADM.	1.00	227	22,842	4,119
ACCOUNTING BUSINESS ADM.	1.00	227	29,868	6,132
ACCOUNTING BUSINESS ADM.	1.00	227	22,906	5,190
ACCOUNTING BUSINESS ADM.	1.00	227	28,591	5,960
ACCOUNTING BUSINESS ADM.	1.00	227	22,707	4,106
ACCOUNTING BUSINESS ADM.	0.25	227	7,060	2,897
ADULT	1.00	227	22,199	4,396
AGRI-BUSINESS	1.00	227	20,701	3,915
AGRI-BUSINESS	1.00	227	26,820	5,571
AGRI-BUSINESS	1.00	227	24,277	5,227
AGRI-BUSINESS	1.00	227	21,525	4,854
AGRI-BUSINESS	1.00	227	20,934	4,483
AGRI-BUSINESS	1.00	227	26,216	5,489
AGRI-BUSINESS	1.00	227	24,245	4,253
AIR CONDITIONING	1.00	227	28,449	4,758
AIR CONDITIONING	1.00	227	22,717	4,561
AIR CONDITIONING	1.00	227	22,099	4,490
AIR CONDITIONING	1.00	227	27,270	5,087
AIR CONDITIONING	1.00	227	23,709	5,150
ALTERNATE ENERGY	1.00	227	27,280	5,782
ARCHITECTURAL DRAFTING	1.00	227	23,011	4,240
ARCHITECTURAL DRAFTING	1.00	227	28,213	5,760
ARCHITECTURAL DRAFTING	1.00	227	29,329	5,911
AUTO BODY	1.00	227	25,460	5,387
AUTO BODY	1.00	227	28,836	5,844
AUTO BODY	1.00	227	28,244	5,764

Southeast Community College
Faculty Salaries & Benifits
Year Ending June 30, 1986

	F.T.E.	CONTRACT DAYS	1985-86 SALARY	BENEFITS TOTAL
AUTO BODY	1.00	227	29,023	5,869
AUTO BODY	1.00	227	28,943	6,007
AUTO MECHANICS	1.00	227	27,528	5,667
AUTO MECHANICS	1.00	227	28,535	5,952
AUTO MECHANICS	1.00	227	22,204	4,163
AUTO MECHANICS	1.00	227	27,601	5,677
AUTO MECHANICS	1.00	227	23,281	5,241
AUTO MECHANICS	1.00	227	27,844	5,710
AUTO MECHANICS	1.00	227	21,023	4,935
AUTO MECHANICS	1.00	227	27,211	5,773
AUTO MECHANICS	1.00	227	28,754	5,833
AUTO MECHANICS	1.00	227	25,793	5,432
AUTO MECHANICS	1.00	227	24,359	4,994
AUTO MECHANICS	1.00	227	27,569	5,672
AUTO MECHANICS	1.00	227	30,898	6,123
AUTO MECHANICS	1.00	227	28,622	5,964
BUILDING CONSTRUCTION	1.00	227	28,947	5,280
BUILDING CONSTRUCTION	1.00	227	26,584	5,688
BUILDING CONSTRUCTION	1.00	227	28,372	5,930
BUILDING CONSTRUCTION	1.00	227	24,178	5,213
BUILDING CONSTRUCTION	1.00	227	25,125	5,491
BUILDING TRADES	1.00	227	25,679	5,565
BUILDING TRADES	1.00	227	25,355	5,373
BUSINESS OCCUPATIONS	1.00	227	22,886	4,123
BUSINESS OCCUPATIONS	1.00	227	25,648	5,026
BUSINESS OCCUPATIONS	1.00	227	21,105	4,946
BUSINESS OCCUPATIONS	1.00	227	27,083	5,065
CHILD CARE	1.00	227	20,057	4,805
CHILD CARE	0.50	227	12,107	2,869
CHILD CARE	1.00	227	19,000	4,513
CHILD CARE	0.50	227	10,120	3,460
COMMERCIAL ART	1.00	227	24,002	5,339
COMPUTOR PROGRAMMING	1.00	227	27,623	5,829
COMPUTOR PROGRAMMING	1.00	227	23,061	4,370
COMPUTOR PROGRAMMING	1.00	227	24,644	5,425
COMPUTOR PROGRAMMING	1.00	227	21,384	4,984
COMPUTOR PROGRAMMING	1.00	227	28,675	5,971
DENTAL ASSISTING	1.00	227	22,641	5,154
DENTAL ASSISTING	1.00	227	22,380	4,075
DENTAL ASSISTING	1.00	227	23,430	5,112
DENTAL ASSISTING	1.00	187	15,444	4,031
DIESEL MECHANICS	1.00	227	23,851	5,169
DIESEL MECHANICS	1.00	227	25,072	5,334
DIESEL MECHANICS	1.00	227	26,178	4,437
DIESEL MECHANICS	1.00	227	28,127	5,748
DIESEL MECHANICS	1.00	227	28,667	5,821
DIESEL MECHANICS	1.00	227	27,941	5,723
DIESEL MECHANICS	1.00	227	23,251	5,088
DIESEL MECHANICS	1.00	227	27,380	5,099
DIESEL MECHANICS	1.00	227	23,551	5,129
DIESEL MECHANICS	1.00	227	27,538	5,817
DIESEL MECHANICS	1.00	227	24,372	4,265

Southeast Community College
Faculty Salaries & Benifits
Year Ending June 30, 1986

	F.T.E.	CONTRACT DAYS	1985-86 SALARY	BENEFITS TOTAL
DRAFTING	1.00	227	24,465	5,252
DRAFTING	1.00	227	21,500	4,206
DRAFTING	1.00	227	24,055	5,197
ELECTRONICS	1.00	227	27,167	5,618
ELECTRONICS	1.00	227	21,840	5,046
ELECTRONICS	1.00	227	20,000	4,648
ELECTRONICS	1.00	227	21,000	4,363
ELECTRONICS	1.00	227	20,000	4,648
ELECTRONICS	1.00	227	26,410	5,516
ELECTRONICS	1.00	227	22,207	5,096
ELECTRONICS/ELECTRICAL	1.00	227	23,062	4,140
ELECTRONICS/ELECTRICAL	1.00	227	28,102	5,893
ELECTRONICS/ELECTRICAL	1.00	227	27,838	5,858
ELECTRONICS/ELECTRICAL	1.00	227	28,489	5,797
ELECTRONICS/ELECTRICAL	1.00	227	24,298	4,744
ELECTRONICS/ELECTRICAL	1.00	227	27,478	5,660
ELECTRONICS/ELECTRICAL	1.00	227	24,072	5,199
ELECTRONICS/ELECTRICAL	1.00	227	21,857	4,025
ELECTRONICS/ELECTRICAL	1.00	227	23,011	4,135
ELECTRONICS/ELECTRICAL	1.00	227	22,883	4,228
ELECTRONICS/ELECTRICAL	1.00	227	26,121	5,625
ELECTRONICS/ELECTRICAL	1.00	227	27,355	5,643
ELECTRONICS/ELECTRICAL	1.00	227	26,702	5,555
ENVIRONMENTAL TECH	1.00	227	24,499	5,406
ENVIRONMENTAL TECH	1.00	227	26,987	5,594
FASHION MERCHANDISING	1.00	227	25,580	5,552
FASHION MERCHANDISING	0.50	227	12,150	3,137
FASHION MERCHANDISING	0.50	227	11,707	3,609
FIRE PROTECTION	1.00	227	25,175	5,348
FOOD SERVICE	0.50	227	10,193	2,861
FOOD SERVICE	1.00	227	23,858	4,454
FOOD SERVICE	1.00	227	21,505	3,991
FOOD SERVICE	0.75	227	15,053	3,677
FOOD SERVICE	0.50	227	11,419	3,258
FOOD SERVICE	1.00	227	21,053	4,053
GENERAL EDUCATION	1.00	227	28,914	5,854
GENERAL EDUCATION	1.00	227	24,207	5,217
GENERAL EDUCATION	1.00	227	23,536	5,275
GENERAL EDUCATION	1.00	227	20,549	4,871
GENERAL EDUCATION	1.00	227	24,413	5,394
GENERAL EDUCATION	1.00	227	25,127	4,588
GENERAL EDUCATION	1.00	227	26,704	5,555
GENERAL EDUCATION	1.00	227	23,948	5,182
GENERAL EDUCATION	1.00	227	22,241	4,633
GENERAL EDUCATION	1.00	227	28,939	5,858
GENERAL EDUCATION	1.00	227	26,732	5,559
GENERAL EDUCATION	1.00	227	20,749	4,898
GENERAL EDUCATION	1.00	227	24,466	4,379
GENERAL EDUCATION	1.00	227	23,308	4,863
GENERAL EDUCATION	1.00	227	23,597	5,135
GENERAL EDUCATION	1.00	227	20,116	4,813
GENERAL EDUCATION	1.00	197	21,043	4,938

Southeast Community College
Faculty Salaries & Benifits
Year Ending June 30, 1986

	F.T.E.	CONTRACT DAYS	1985-86 SALARY	BENEFITS TOTAL
GENERAL EDUCATION	1.00	227	20,525	4,219
GENERAL EDUCATION	1.00	227	30,716	6,247
GENERAL EDUCATION	1.00	227	24,444	5,249
GENERAL EDUCATION	1.00	227	22,188	5,093
GENERAL EDUCATION	1.00	227	24,191	5,364
GENERAL EDUCATION	1.00	227	21,014	4,934
HUMAN SERVICES	1.00	227	26,392	5,513
HUMAN SERVICES	1.00	227	24,232	5,221
HUMAN SERVICES	1.00	227	23,447	4,177
HUMAN SERVICES	1.00	187	25,114	5,340
HUMAN SERVICES	1.00	227	22,982	4,592
MACHINE TOOL	1.00	227	28,352	5,778
MACHINE TOOL	1.00	227	24,335	5,235
MACHINE TOOL	1.00	227	23,218	5,084
MACHINE TOOL	1.00	227	25,801	4,401
MACHINE TOOL	1.00	227	28,991	6,014
MACHINE TOOL	1.00	227	29,100	5,880
MACHINE TOOL	1.00	227	20,976	4,708
MACHINE TOOL	1.00	227	25,373	5,375
MACHINE TOOL	1.00	227	25,177	5,349
MACHINE TOOL	1.00	227	26,931	5,586
MACHINE TOOL	1.00	227	23,138	5,073
MANUFACTURING ENGINERING	1.00	227	26,987	5,743
MANUFACTURING ENGINERING	1.00	227	26,124	5,477
MANUFACTURING ENGINERING	1.00	227	28,825	5,842
MEDICAL ASSISTING	1.00	227	25,078	5,335
MEDICAL ASSISTING	1.00	187	18,122	4,158
MEDICAL LAB TECH	1.00	227	21,288	4,397
MEDICAL LAB TECH	1.00	227	23,200	4,744
MEDICAL LAB TECH	1.00	227	23,409	4,278
MICRO-COMPUTORS	1.00	227	21,263	4,073
MICRO-COMPUTORS	1.00	227	27,799	5,852
MICRO-COMPUTORS	1.00	227	19,000	4,058
MICRO-COMPUTORS	1.00	227	30,653	6,090
MICRO-COMPUTORS	1.00	227	20,285	3,980
MOTORCYCLE	1.00	227	21,486	4,998
MOTORCYCLE	1.00	227	23,913	4,460
MOTORCYCLE	1.00	227	28,855	5,396
NON-DESTRUCTIVE TESTING	1.00	227	23,553	4,187
NON-DESTRUCTIVE TESTING	1.00	227	25,557	5,400
NON-DESTRUCTIVE TESTING	1.00	227	26,798	4,601
PARTS DISTRIBUTION & MNGM	1.00	227	22,906	5,041
PRACTICAL NURSING	1.00	227	23,022	4,965
PRACTICAL NURSING	1.00	199	21,345	4,979
PRACTICAL NURSING	1.00	227	25,732	5,424
PRACTICAL NURSING	1.00	227	26,204	5,488
PRACTICAL NURSING	1.00	227	26,504	5,677
PRACTICAL NURSING	1.00	227	21,824	5,044
PRACTICAL NURSING	1.00	199	20,149	4,817
PRACTICAL NURSING	1.00	227	25,326	4,356
PRACTICAL NURSING	1.00	227	21,978	5,065
PRACTICAL NURSING	1.00	181	17,973	4,522

Southeast Community College
Faculty Salaries & Benifits
Year Ending June 30, 1986

	F.T.E.	CONTRACT DAYS	1985-86 SALARY	BENEFITS TOTAL
PRACTICAL NURSING	1.00	227	26,208	5,637
PRACTICAL NURSING	1.00	227	26,234	5,641
PRACTICAL NURSING	1.00	186	17,246	4,424
PRACTICAL NURSING	1.00	227	21,013	3,945
PRACTICAL NURSING	1.00	227	28,515	4,660
PRACTICAL NURSING	1.00	213	20,931	4,355
PRINTING	1.00	227	20,697	4,742
PRINTING	1.00	227	26,971	5,591
RADIOLOGY TECHNOLOGY	1.00	227	24,976	5,470
RADIOLOGY TECHNOLOGY	1.00	227	23,063	5,211
RESPIRATORY THERAPY	1.00	227	26,248	5,494
RESPIRATORY THERAPY	1.00	227	22,538	4,195
RESPIRATORY THERAPY	1.00	227	22,538	5,140
SECRETARIAL	1.00	227	26,060	4,426
SECRETARIAL	1.00	227	22,577	5,146
SECRETARIAL	1.00	227	25,597	5,554
SECRETARIAL	1.00	227	22,577	5,146
SECRETARIAL	1.00	227	22,792	5,175
SECRETARIAL	1.00	181	18,359	4,426
SECRETARIAL	1.00	227	26,394	4,563
SECRETARIAL	1.00	227	20,000	4,648
SECRETARIAL	1.00	227	25,424	4,365
SURGICAL TECH	1.00	227	22,685	4,331
SURGICAL TECH	1.00	227	28,063	5,888
SURGICAL TECH	1.00	227	26,404	5,515
SURVEYING & DRAFTING	1.00	227	29,135	5,884
SURVEYING & DRAFTING	1.00	227	27,745	5,696
TRUCK DRIVING	1.00	227	20,139	4,264
TRUCK DRIVING	1.00	227	19,500	4,580
TRUCK DRIVING	1.00	227	21,867	4,463
TRUCK DRIVING	1.00	227	25,980	4,523
UNIVERSITY INDUSTRIAL	1.00	227	26,622	5,544
WELDING	1.00	227	22,195	5,094
WELDING	1.00	227	22,985	5,201
WELDING	1.00	227	25,708	5,421
WELDING	1.00	227	25,306	4,354
WELDING	1.00	227	22,896	5,040
WELDING	1.00	227	21,558	5,008
WELDING	1.00	227	28,956	5,860
WELDING	1.00	227	23,912	5,177
WELDING & METALLURGY	1.00	227	25,517	5,395
WELDING & METALLURGY	1.00	227	26,238	5,641
WELDING & METALLURGY	1.00	227	23,071	4,602
WORD PROCESSING	1.00	181	16,403	4,310
WORD PROCESSING	1.00	227	24,157	5,359
WORD PROCESSING	1.00	181	14,379	3,887

Southeast Community College
Non-Faculty Salaries & Benifits
Year Ending June 30, 1986

	F.T.E.	CONTRACT DAYS	ANNUAL SALARY	BENEFITS TOTAL
Administrative	1.00	260	32,057	6,304
Administrative	1.00	260	27,030	5,079
Administrative	1.00	260	30,704	6,269
Administrative	1.00	260	31,455	4,964
Administrative	1.00	260	32,415	6,502
Administrative	1.00	260	31,425	6,218
Administrative	1.00	260	39,500	7,317
Administrative	1.00	260	26,000	4,816
Administrative	1.00	260	34,350	6,766
Administrative	1.00	260	36,573	7,068
Administrative	1.00	260	38,125	7,279
Administrative	1.00	260	28,535	5,974
Administrative	1.00	260	31,901	6,283
Administrative	1.00	260	34,951	6,848
Administrative	1.00	260	59,000	9,971
Administrative	1.00	260	34,330	6,613
Administrative	1.00	260	32,300	6,337
Administrative	1.00	260	31,227	6,341
Administrative	1.00	260	33,172	6,456
Administrative	1.00	260	40,275	7,422
Administrative	1.00	260	27,124	5,782
Administrative	1.00	260	31,545	6,384
Administrative	1.00	260	44,500	7,997
Administrative	1.00	260	42,350	7,705
Administrative	1.00	260	30,747	6,126
Administrative	1.00	260	32,500	6,514
Administrative	1.00	260	35,259	6,740
Administrative	1.00	260	29,250	4,970
Administrative	1.00	260	23,158	4,178
Administrative	1.00	260	23,216	4,185
Professional Non-Faculty	1.00	260	15,900	3,161
Professional Non-Faculty	1.00	260	15,450	3,133
Professional Non-Faculty	1.00	260	21,829	3,997
Professional Non-Faculty	1.00	260	23,308	3,256
Professional Non-Faculty	1.00	260	17,774	3,649
Professional Non-Faculty	1.00	260	32,706	5,084
Professional Non-Faculty	1.00	220	23,139	5,240
Professional Non-Faculty	1.00	260	22,020	4,057
Professional Non-Faculty	1.00	260	18,650	4,629
Professional Non-Faculty	1.00	260	28,400	5,806
Professional Non-Faculty	1.00	260	19,300	4,717
Professional Non-Faculty	1.00	260	18,800	4,649
Professional Non-Faculty	1.00	260	23,075	5,081
Professional Non-Faculty	1.00	260	15,077	4,143
Professional Non-Faculty	1.00	260	22,020	4,938
Professional Non-Faculty	1.00	260	25,600	5,425
Professional Non-Faculty	1.00	260	13,211	3,475
Professional Non-Faculty	1.00	260	32,284	6,485
Professional Non-Faculty	1.00	260	25,950	5,473

Southeast Community College
Non-Faculty Salaries & Benifits
Year Ending June 30, 1986

	F.T.E.	CONTRACT DAYS	ANNUAL SALARY	BENEFITS TOTAL
Professional Non-Faculty	1.00	260	21,650	5,037
Professional Non-Faculty	1.00	260	18,244	4,424
Professional Non-Faculty	1.00	260	27,560	5,692
Professional Non-Faculty	1.00	260	24,751	5,459
Professional Non-Faculty	1.00	260	23,700	5,316
Professional Non-Faculty	1.00	260	25,734	5,593
Professional Non-Faculty	1.00	260	29,845	6,153
Professional Non-Faculty	1.00	210	19,000	4,147
Professional Non-Faculty	1.00	260	20,932	4,940
Professional Non-Faculty	1.00	260	19,500	3,905
Professional Non-Faculty	1.00	260	15,928	3,790
Professional Non-Faculty	1.00	260	18,450	4,602
Professional Non-Faculty	1.00	260	8,138	2,644
Professional Non-Faculty	1.00	260	25,416	5,400
Professional Non-Faculty	1.00	260	28,340	5,798
Professional Non-Faculty	1.00	260	30,300	6,065
Professional Non-Faculty	1.00	260	27,593	5,696
Professional Non-Faculty	1.00	260	28,824	4,817
Professional Non-Faculty	1.00	260	12,260	3,610
Professional Non-Faculty	1.00	210	21,129	4,966
Professional Non-Faculty	1.00	260	16,310	4,161
Secretarial Clerical	1.00	260	10,100	2,098
Secretarial Clerical	1.00	260	12,038	2,156
Secretarial Clerical	1.00	260	10,221	1,797
Secretarial Clerical	1.00	260	10,000	2,395
Secretarial Clerical	0.50	260	5,723	2,663
Secretarial Clerical	0.50	260	6,868	2,707
Secretarial Clerical	1.00	260	14,033	4,001
Secretarial Clerical	1.00	260	12,892	3,696
Secretarial Clerical	1.00	260	10,700	3,075
Secretarial Clerical	1.00	260	14,133	3,710
Secretarial Clerical	1.00	260	12,581	3,803
Secretarial Clerical	1.00	260	12,107	3,738
Secretarial Clerical	1.00	260	10,234	3,484
Secretarial Clerical	0.50	260	5,126	2,788
Secretarial Clerical	1.00	260	14,330	4,041
Secretarial Clerical	1.00	260	11,602	3,670
Secretarial Clerical	1.00	260	11,848	3,185
Secretarial Clerical	1.00	260	14,650	3,455
Secretarial Clerical	1.00	260	15,536	4,055
Secretarial Clerical	1.00	260	11,335	3,484
Secretarial Clerical	1.00	260	11,472	3,043
Secretarial Clerical	1.00	260	12,290	3,368
Secretarial Clerical	1.00	260	11,621	3,523
Secretarial Clerical	1.00	260	11,880	3,188
Secretarial Clerical	1.00	260	11,822	3,700
Secretarial Clerical	1.00	260	9,961	2,898
Secretarial Clerical	1.00	260	13,429	3,500
Secretarial Clerical	1.00	260	10,950	3,212

Southeast Community College
Non-Faculty Salaries & Benifits
Year Ending June 30, 1986

	F.T.E.	CONTRACT DAYS	ANNUAL SALARY	BENEFITS TOTAL
Secretarial Clerical	0.63	260	6,068	2,515
Secretarial Clerical	1.00	260	11,608	3,671
Secretarial Clerical	1.00	260	11,324	3,259
Secretarial Clerical	1.00	260	11,485	3,504
Secretarial Clerical	1.00	260	10,317	3,266
Secretarial Clerical	1.00	260	12,570	3,801
Secretarial Clerical	1.00	260	12,034	3,203
Secretarial Clerical	1.00	260	11,295	3,628
Secretarial Clerical	1.00	260	12,864	3,692
Secretarial Clerical	0.88	260	12,500	3,792
Secretarial Clerical	1.00	260	11,648	3,526
Secretarial Clerical	1.00	260	11,298	3,628
Secretarial Clerical	1.00	260	15,823	3,620
Secretarial Clerical	1.00	260	10,843	3,089
Secretarial Clerical	0.75	227	6,150	2,638
Secretarial Clerical	1.00	260	9,814	2,990
Secretarial Clerical	1.00	260	10,717	3,549
Secretarial Clerical	1.00	260	11,009	3,589
Secretarial Clerical	1.00	260	12,265	3,493
Secretarial Clerical	1.00	260	13,970	3,992
Secretarial Clerical	1.00	260	8,388	2,915
Secretarial Clerical	1.00	260	12,435	3,783
Technical Paraprofessional	1.00	260	21,582	5,028
Technical Paraprofessional	1.00	260	15,957	4,113
Technical Paraprofessional	0.50	260	6,029	2,769
Technical Paraprofessional	1.00	260	15,100	3,498
Technical Paraprofessional	1.00	260	10,695	2,969
Technical Paraprofessional	1.00	260	10,164	3,474
Technical Paraprofessional	0.75	227	9,904	3,289
Technical Paraprofessional	1.00	260	11,204	3,616
Technical Paraprofessional	1.00	260	13,093	3,305
Technical Paraprofessional	1.00	260	12,476	3,246
Technical Paraprofessional	1.00	260	16,514	3,986
Technical Paraprofessional	1.00	260	15,957	4,262
Technical Paraprofessional	1.00	260	12,976	3,188
Technical Paraprofessional	1.00	260	17,300	4,445
Technical Paraprofessional	0.50	260	4,950	2,615
Technical Paraprofessional	1.00	260	16,508	3,633
Technical Paraprofessional	1.00	260	17,962	4,535
Technical Paraprofessional	1.00	230	10,590	3,532
Technical Paraprofessional	1.00	260	13,425	3,337
Technical Paraprofessional	1.00	260	19,500	3,921
Technical Paraprofessional	1.00	230	11,775	3,693
Skilled Crafts	1.00	260	21,148	4,819
Skilled Crafts	1.00	260	22,202	5,112
Skilled Crafts	1.00	260	19,067	4,686
Skilled Crafts	1.00	260	22,705	4,123
Skilled Crafts	1.00	260	18,478	4,214
Service and Maintenance	1.00	260	10,144	3,471

Southeast Community College
Non-Faculty Salaries & Benifits
Year Ending June 30, 1986

	F.T.E.	CONTRACT DAYS	ANNUAL SALARY	BENEFITS TOTAL
Service and Maintenance	1.00	260	14,589	3,489
Service and Maintenance	1.00	260	13,172	3,598
Service and Maintenance	1.00	260	22,501	5,153
Service and Maintenance	1.00	260	9,360	2,729
Service and Maintenance	1.00	260	18,375	4,442
Service and Maintenance	1.00	260	13,313	3,220
Service and Maintenance	1.00	260	18,367	4,441
Service and Maintenance	1.00	260	11,958	3,196
Service and Maintenance	1.00	260	13,106	3,874
Service and Maintenance	1.00	260	17,029	4,408
Service and Maintenance	0.50	260	8,199	3,051
Service and Maintenance	1.00	260	18,653	4,480
Service and Maintenance	1.00	260	12,800	3,833
Service and Maintenance	1.00	260	12,060	3,732
Service and Maintenance	1.00	260	13,630	3,946
Service and Maintenance	1.00	260	13,160	3,311
Service and Maintenance	1.00	260	20,130	4,830
Service and Maintenance	1.00	260	12,272	3,475
Service and Maintenance	1.00	260	8,610	3,262
Service and Maintenance	1.00	260	12,673	3,666
Service and Maintenance	1.00	260	15,549	3,435
Service and Maintenance	1.00	260	14,944	3,377
Service and Maintenance	1.00	260	14,627	3,639
Service and Maintenance	1.00	260	17,601	4,486
Service and Maintenance	1.00	260	16,842	4,233
Service and Maintenance	1.00	260	16,747	4,220

Western Technical Community College Area

1601 East 27th Street
Scottsbluff, Nebraska 69361
308 / 635-3606

MAR 10 1986

MEMORANDUM TO: Tom Johnston

FROM: Darrell Roberts

DATE: March 7, 1986

RE: Request from Senator Landis

Please find enclosed the information requested by Senator Dave Landis. Please note this information is projected for Fiscal Year 1985-86.

Please contact me should you have questions.

DR:hm
Enclosures
c: Dr. John N. Harms

WESTERN TECHNICAL COMMUNITY COLLEGE AREA
PROJECTED COSTS
1985-86

Permanent Faculty	Full-Time	Part-Time
Number of Academic Faculty	35	0
Number of Vocational Faculty	35	1
Total	70	1
Salary/Benefits for Academic Faculty	1,068,091.52	0
Salary/Benefits for Vocational Faculty	952,153.53	10,514.00
Total	2,020.245.05	10,514.00

(Salary Schedule Information Attached)

1984-85 SALARY SCHEDULE
FOR WICCA PERMANENT FACULTY

TRACK	A	B	C	D	E	F	G	H	I
MINIMUM SALARY:	$12,000	$13,000	$14,000	$15,000	$16,000	$17,000	$18,000	$19,000	$20,000
MAXIMUM SALARY:	$24,000	$26,000	$28,000	$30,000	$32,000	$34,000	$36,000	$38,000	$40,000

Negotiated Item Salary Schedule Placement

Page 1 of 3 Page(s) Date Effective September 1, 1984

Date of Agreement August 15, 1984

Board President | Area President | Association Representative

ITEM AS ACCEPTED:

For Full-Time Faculty

Placement on Salary Schedule

All new hire employees as permanent academic, occupational/vocational, and practical nursing instructional personnel shall be placed on the appropriate track on the salary schedule according to the qualifications as listed below:

ACADEMIC INSTRUCTIONAL PERSONNEL	OCCUPATIONAL/VOCATIONAL INSTRUCTIONAL PERSONNEL	PRACTICAL NURSING INSTRUCTIONAL PERSONNEL
A - AA	A - 3 years experience	A - RN
B - BA	B - 6 years experience or AA and 3 years experience	B - RN+15
C - MA	C - BA and 3 years experience	C - BSN or BA
D - MA+12	D - MA and 3 years experience	D - BSN+15
E - MA+24	E - MA+12	E - MA
F - MA+36	F - MA+24	F - MA+12
G - MA+48	G - MA+36	G - MA+24
H - MA+60	H - MA+48	H - MA+36
I - DOCTORATE	I - DOCTORATE	I - DOCTORATE

Related Provisions:

1. Because of circumstances beyond the College's control such as, the outside job market for a particular field, there are situations where placement of a new hire can not follow the guidelines as set forth below in provision #2. If these circumstances exist, the Board of Governors reserve the right to place such personnel in the appropriate track on the salary schedule with an adjusted salary based on recommendations of the administration. Administrative recommendations shall be based on training, experience, and current industrial wages.

2. All salary schedule employees shall be entered on the salary schedule according to education and experience. Experience shall be counted as follows: two (2) years of high school teaching experience shall be counted as one (1) year for placement purposes; two (2) years of vocational work experience (beyond the minimum hiring requirement of each respective track) will be counted as one (1) year for placement purposes; and one (1) year of college teaching experience shall be counted as one (1) year for placement purposes. The maximum number of years to be transferable to the Western Technical Community College Area salary schedule shall be five (5) years beyond the minimun hiring requirements of the appropriate track. Following the above guidelines, each new hire instructor will receive four hundred dollars ($400) for each year of transferable experience.

Negotiated Item(continued): Salary Schedule Placement

3. Any new hired employees that will work different than 175 days will have their salary calculated in the following manner: the placement salary of the track in which they have been placed will be divided by 175, and then multiplied by the employees contract days. This total will equal their original placement in the salary schedule.

ERIC Clearinghouse for
Junior Colleges
JUN 2 0 1986